



OFFICE OF THE SECRETARY OF DEFENSE
WASHINGTON 25, D.C.

2 FEB 1962

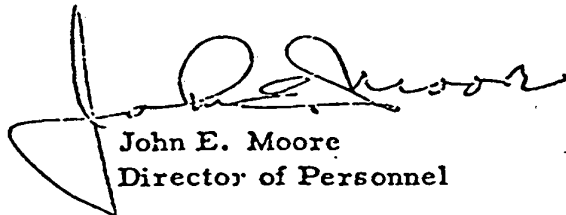
MEMORANDUM FOR LT. GENERAL J. F. CARROLL, USAF
Director, Defense Intelligence Agency

SUBJECT: Schedule A Authority for Civilian Positions in
the Defense Intelligence Agency

Your request for the subject authority was forwarded
to the Civil Service Commission following approval by the
Deputy Secretary of Defense.

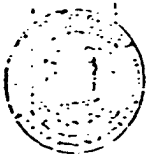
The Civil Service Commission approved your request
under date of 3 January 1962 under Section 6.104(d)(1). A
copy of the original letter of approval is attached.

Copies of the approval were made available to your
administrative office at an earlier date.



John E. Moore
Director of Personnel

Attachment



UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON 25, D. C.

January 3 1962

Mr. John E. Moore
Director of Personnel
Office of the Secretary of Defense
Washington 25, D. C.

Dear Mr. Moore:

The Commission has approved your request of December 11, 1961, for exception under Schedule A of all positions in the Defense Intelligence Agency. It has determined further that these positions fall within the terms of the existing Schedule A paragraph (d)(1) of Section 6.104.

This letter authorizes the Defense Intelligence Agency to use paragraph (d)(1) of Sec. 6.104 as its appointment authority.

By direction of the Commission:

Sincerely yours,

A handwritten signature in cursive script, reading "O. Glenn Stahl", is written over the typed name.

O. Glenn Stahl
Director
Bureau of Programs and Standards

11 Dec 61

Dear Mr. Macy:

The Department of Defense requests that all positions in the newly created Defense Intelligence Agency (DIA) be exempted from the competitive service under the provisions of Schedule A.

The Defense Intelligence Agency, established under the provisions of DOD Directive 5105.21 dated August 1, 1961 (copy attached) is responsible for the management, direction and control of Department of Defense intelligence programs and activities. The Director, Deputy Director and Chief of Staff are appointed by the Secretary of Defense from commissioned officers of the Armed Forces on active duty, with the Director appointed for a four year term.

The establishment of DIA resulted from an intensive examination and study of the Department of Defense capabilities in the intelligence field and the relationships of Defense Intelligence activities to the other departments of government. The new agency faces many complex problems in the consolidation of functions and the ensuing reorganization and staffing to accomplish its mission. One of the major considerations is the provision of maximum flexibility in the recruitment and selection of personnel at all levels to meet the requirements of this highly classified activity.

In an attached memorandum, the Director, DIA, Lt. General Joseph F. Carroll, USAF, discusses in detail the reasons for asking it impracticable to exempt for any of the positions in the agency. His views and the request for Schedule A exemption, have the concurrence of the Secretary of Defense. If additional information is needed in connection with this request, we will be pleased to

-2-

arrange it through briefings or the submission of any data the Commission may require.

Sincerely yours,

John E. Moore
Director of Personnel

Attachments

Honorable John W. Macy, Jr.

MSullivan/br/11 Dec 61

Chairman, Civil Service Commission

C O P Y

REPLY TO
ATTN OF: DIASA-1

1 Dec 1961

SUBJECT: Defense Intelligence Agency Schedule A Positions

TO: United States Civil Service Commission
Washington 25, D. C.

1. It is requested that all positions in the Defense Intelligence Agency be considered for inclusion under Schedule A, of Part 6, Civil Service Laws, Rules and Regulations. Precedents have been established for our request by exceptions granted the Central Intelligence and National Security Agencies for related intelligence activities. A copy of POD Directive 5105.21, 1 August 1961, activating the Agency under the provisions of the National Security Act, as amended, is attached hereto.

2. In establishing the Agency, we have assumed functions primarily manned by personnel under Schedules A & B, in the Departments of the Army, Navy and the Air Force. We will continue to assume functions of this nature from the Services and, possibly, other agencies. As we progress, fully qualified personnel for professional, technical and scientific intelligence positions will be most difficult to obtain because of the highly specialized and sensitive nature of our jobs. Of necessity, applications will have to be solicited from people known by name to possess certain unique qualifications for the solution of complex and unprecedented intelligence problems confronting us under present and predicted world conditions. In addition, the highly classified and sensitive nature of our work definitely prevents any publicity of detailed duties and requirements necessary under present competitive recruitment concepts. The very nature of our mission also would prohibit proper examination, review or external audit of a majority of our personnel actions. Complete information on job sheets, qualification requirements and related information may be classified and information for proper review could well be in a "need to know" category. The release of such information might not be in the best interests of National Security. From our standpoint, it does not appear necessary since current regulations allow exceptions.

3. Consistent with meeting our mission requirements, security considerations

require that our overall operations be known to the smallest number of persons possible. This consideration extends to administrative as well as technical employees as every employee is, to a varying extent, exposed to or has possible access to highly classified matter and, over a period of time, acquires increasingly clearer knowledge of our total activities.

It is necessary therefore in our recruitment techniques to give more than usual consideration to the security potentialities of personnel turnover. All prospective employees must be selected with reasonable assurance that they will not have to be replaced, thereby limiting the exposure of our overall operations. The competitive system would allow losses to all Federal agencies while an Excepted system would tend to reduce transfer eligibility to fewer agencies.

4. No person, military or civilian, will be assigned to this agency without a carefully reviewed full background investigation. In the interests of National Security we must be able to non-select any person who would present the slightest risk. Competitive procedures and the "rule of three" would not provide that flexibility. We require a minimum clearance similar to the "TOP SECRET" category and progress from there to matters which may be released on an absolute "need to know" basis only. Clearances of this nature require from 60 to 180 days or longer. The time element alone would eliminate register eligibles who desire or must have immediate employment. The cost of complete background investigation on potentially unavailable applicants would be prohibitive. Also, the very nature of our mission makes it essential that every possible step be taken to insure availability of personnel of the very highest caliber.

5. In summary, we believe that the highly classified nature of our mission and the individual skills required in our highly complex intelligence activities makes it impossible to examine under a competitive system. Our security requirements apply to the lowest grade level as well as the highest and cannot be effectively administered under the competitive system for reasons previously stated. Finally, we firmly believe a uniformly administered excepted service personnel program will reduce turnover by limiting transfer possibilities which, in turn, reduces the number of personnel familiar with our operations. We plan on an integrated career intelligence program with all other agencies which can be accomplished only under an excepted system because of present excepted systems already in operation.

6. Your early consideration and approval of our request will be appreciated.

(Signature)

JOSEPH F. CARROLL
Lieutenant General, USAF
Director

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A/S

Prepared by:

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28 Nov 61

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Schedule A 6.104 (d) (1)

Department of Defense

(d) General. (1) Positions the duties of which are of a quasi-military nature and involve the security of secret or confidential matter, when in the opinion of the Commission appointment through competitive examination is impracticable.

[Obtained from Miss Sullivan 3A913]

Section 6.104(d)(1)

§ 212.2164 Department of Defense.

(a) *Office of the Secretary.* (1) Five Special Advisers to the Immediate Office of the Secretary or Deputy Secretary with responsibility for studies and recommendations in broad program areas. These positions have advisory rather than operating duties, except as operating or administrative responsibility may be exercised in connection with pilot studies.

(2) Positions assigned exclusively to Communications Intelligence Activities.

(3) Positions assigned to or in support of special classified training activities.

(4) Three Staff Assistants.

(5) Director, Intelligence Resources and Programs, OASD (Administration).

(6) One Executive Secretary, US-USSR Standing Consultative Commission and Staff Analyst (SALT), Office of the Assistant Secretary of Defense (International Security Affairs).

(7) One position of Secretary (Stenography) on the White House Support Group.

(b) *Entire Department (including the Office of the Secretary of Defense*

and the Departments of the Army, Navy, and Air Force). (1) Professional positions in Military Dependent School Systems overseas.

(2) Positions in attache 1 systems overseas, including all professional and scientific positions in the Naval Research Branch Office in London.

(3) Positions of clerk-translator, translator, and interpreter overseas.

(4) Positions of Educational Specialist the incumbents of which will serve as Director of Religious Education on the Staffs of the Chaplains in the military services.

(5) Positions under the program for utilization of alien scientists approved under pertinent directives administered by the Director of Defense Research and Engineering of the Department of Defense when occupied by alien scientists initially employed under the program including those who have acquired United States citizenship during such employment.

(6) Positions in overseas installations of the Department of Defense when filled by dependents of military or civilian employees of the Department resident in the area. Employment under this authority may not extend longer than 3 months following the transfer from the area or the separation of a dependent's sponsor. *Provided,* That (i) a school employee may be permitted to complete the school year; and (ii) an employee other than a school employee may be permitted to serve up to 1 additional year when the military department concerned finds the additional employment is in the interest of management.

(c) *Interdepartmental Activities.* (1) Positions in support of National Security Programs and Space Council Activities.

(d) *General.* (1) Positions concerned with advising, administering, supervising or performing work in the collection, processing, analysis, production, evaluation, interpretation, dissemination, and estimation of intelligence information, including scientific and technical positions in the intelligence function; and positions involved in the

planning, programming, and management of intelligence resources when, in the opinion of OPM, it is impracticable to examine. This authority does not apply to positions assigned to Cryptologic and Communications Intelligence Activities/Functions.

(2) Positions involved in intelligence-related work of the cryptologic intelligence activities of the military departments. This includes all positions of intelligence research specialist, and similar positions in the intelligence classification series; all scientific and technical positions involving the applications of engineering, physical or technical sciences to intelligence work; and professional as well as intelligence technician positions in which a majority of the incumbent's time is spent in advising, administering, supervising, or performing work in the collection, processing, analysis, production, evaluation, interpretation, dissemination, or estimation of intelligence information or in the planning, programming, and management of intelligence resources.

(e) *Uniformed Services University of the Health Sciences.* (1) Positions of Dean, Associate Dean, Assistant Dean, faculty members, and teaching/research assistants.

(2) Positions established to perform work on projects funded from grants.